

To: LPFFA President Jason Timlick

From: Max Mason and friends.

Date: September 20, 2016

Good morning Jason,

We have read your webpage and London Free Press articles that describe your dilemma with the City of London.

We want you to know you and your members have our full support.

We were going to Cc. this email to all 15 members of city council, but you are the only recipient at this time.

We know, and you know, that You are being repeatedly deceived by more than one person at City Hall.

We refer to this as "**A deceptive fraudulent scheme**" on our weblink below.

We want to publish all or parts of your web page, which is included below, on the following weblink.

You are welcome to share this link with anyone. Every city councillor and others have this link.

www.thelondontimes.tv/londonethicslesson

We feel we need your permission to publish **your comments and your pleato** all Londoners because of possible copyright issues.

If we ever publish anything anywhere, about **You** or **LPFFA** and you would like it modified or deleted, just call us or send us an email and we will act promptly.

We never expect, but always welcome a response to our emails.

Yours Sincerely,

Max Mason and friends. London Canada -- [519-455-4000](tel:5194554000)

<http://lpffa.com/>

From: LPFFA President Jason Timlick

London's Professional Fire Fighters are currently working on the front lines 24 hours a day, 7 days a week, 365 days a year providing professional fire, emergency response and support services to you and your family – all for less than **\$0.80 per day**[1].

Due to staffing shortages, London Fire Fighters are also working many additional hours of overtime to keep trucks in service and maintain an industry standard minimum staffing level, ensuring we arrive at your home as quickly as possible with enough fire fighters to keep you and your family safe.

Despite our continued dedication to the residents and businesses of London, firefighters are working under a Collective Agreement that expired six (6) years ago, December 31, 2010.

Upon attempting to negotiate a new Collective Agreement at that time, The London Professional Fire Fighter's Association had to respond to a position taken by the City of London that **has created a lengthy and extremely costly interest arbitration.**

We have participated in 39 days of interest arbitration hearings, spread out over these past six (6) years. We will need over a dozen more days of hearings before we expect this labour dispute will be settled.

The London Professional Fire Fighter's Association is **sad to report** this current arbitration has become the longest and costliest contract dispute in the history of collective bargaining in the fire sector in Canada.

Perhaps most unfortunate, are the latest developments. We discovered the City of London has **mysteriously deleted emails** from a former Deputy Chief, notwithstanding an order by the Arbitrator that they be turned over to us.

This Deputy Chief was a key member of the City's bargaining team throughout this process. These **email deletions** occurred in the face of a City of London by-law that requires all correspondence related to an arbitration process to be held for 20 years[2].

If that is not concerning enough, the **City of London has also refused to turn over a series of documents** that have also been ordered produced, by the Arbitrator. The City is claiming these documents are protected by solicitor-client privilege.

The City's solicitor-client privilege argument has already been heard and rejected by the arbitrator on more than one occasion. The **City of London is now adding months** to an already protracted proceeding by seeking a court review of the Arbitrator's order.

Over this past summer, in an attempt to find a resolution to this unprecedented dispute, the Arbitrator "strongly encouraged" the City of London and the Fire Fighters to return to mediation with the assistance of a well-respected and experienced mediator.

These mediation hearings failed, despite the London Professional Fire Fighters Association proposing a settlement that would provide over \$5 million in concessions during the term of the contract and continue, in perpetuity, to provide compounding savings to the Corporation.

The London Professional Fire Fighter Association's proposal was carefully constructed and presented at mediation to provide taxpayers real savings, and eliminate the costs of continuing the arbitration process.

As the **longest and most expensive contract arbitration in history**, finding a resolution also attempts to reset labour-management relations, which will suffer indefinitely as a result of the City's behavior. The Association also believes this proposal would establish a working agreement that is fair and reasonable for our fire fighters.

Unfortunately, the City of London cast aside real savings and wanted unprecedented and extraordinary concessions. The City's elected officials and senior management staff chose to leave millions of dollars on the table and continue with the **extremely costly arbitration** process instead.

In light of these developments, London's **fire fighters are left puzzled** and unable to answer a number of important questions:

Who is running the City of London? – Throughout this process, and in hopes of attempting to settle this dispute, The London Professional Fire Fighter Association has attempted to engage in conversations with the Director of Human Resources, the CAO, the Mayor, and a number of City Councillors.

Despite our efforts, we are left scratching our heads as we try to figure out **who is actually running this City**. Conversations with the Mayor were one-sided as he continues to hide behind a “council code of conduct”. The Mayor simply refuses to engage in a conversation, leaving staff to make decisions that spend taxpayer money.

Calls to City Councillors predominately go unanswered. A small minority of Councillors will have a conversation, but refuse to engage in the issues, citing the “council code of conduct” and referring questions back to the mayor, perpetuating the frustrating and unproductive run-around.

The CAO simply refers all questions to the Director of Human Resources. All of this seemingly at odds with the Mayor’s campaign **commitments to bring transparency and integrity to the City of London**.

Why won’t the mayor take an interest in the savings rejected, and left on the table? Why don’t your elected Councillors have genuine input on the outcome of this process?

Why does the **Director of Human Resources have so much power?** – City Council was elected in a democratic process and is supposed to represent your interests. Why then do they refuse to engage in a process that would avoid a needless waste of taxpayer’s money?

Why won’t Council insist on seeing and reviewing the proposal offered by the London Professional Fire Fighter’s Association with it’s millions of dollars given back to the taxpayers?

Is council getting the whole story or just the version that the Director of Human Resources wants them to get? Why is your Mayor and City Council not willing to discuss the proposal?

Why are they putting so much power into the hands of unaccountable city staff?

What is the main item in dispute? – As in most labour impasses, one of the main issues in dispute is wages. The London Professional Fire Fighter's Association has requested nominal salary increases that maintain our historic wage parity relationship with London Police, a wage determination standard that is in place in nearly all large municipalities in Ontario.

Parity between police and fire fighters is nothing new and, in fact, exact wage parity between London's fire fighters and police has been in place since 2000. Before 2000, fire fighters received "approximate parity" (something slightly less than dollar-for-dollar parity) with police for more than sixty (60) years.

This parity principle has been upheld repeatedly in the City of London through both freely negotiated and arbitrated collective agreements.

Curiously, in the contract negotiations just prior to this one, the City was "eager" to replicate the police/fire wage standard. What could possibly have changed from one year to another? We stand behind our Police/Fire wage parity request on the principle that it is morally sound, reasonably practicable, and legally defensible.

What is the City of London hiding? – After hearing arguments about solicitor-client privilege, the City of London was directed by an Arbitrator's order to turn over a number of documents related to this case.

It was then conveniently discovered that **a number of the documents had disappeared**. Instead of complying with the Arbitrator's order, the City will drag this process out by challenging the Arbitrator's decision before the courts.

The City's leaders **claim to champion transparency and a supportive workplace**.

What are they hiding in these documents that they are refusing to turn over?

How is it possible that emails are deleted in violation of their own by-law? How are key documents that were ordered by the arbitrator unable to be retrieved? Does this reflect transparency?

How much has this lengthy process cost the taxpayer? – We know how much this never ending process has cost the members of the London Professional Fire Fighter’s Association, but we are curious how much this process has cost the taxpayers of this great city of London.

Based on the thousands of hours with lawyers and expert witnesses, our best estimate is that the **City’s costs are approaching \$2 million.**

Combine that with the \$5 million that the City’s Director of Human Resources left on the table at mediation and the totals are breathtaking. Unfortunately, the City remains very tight lipped on this process, and will only engage in **conversation with your council about it behind closed doors.**

Perhaps it is time for the Corporation to **actually practice transparency**, and not just suggest it. Why won’t the City of London be open with the taxpayers and release the exorbitant cost of this unprecedented arbitration?

How can you help? – Normally, it is London Fire Fighters and our other Emergency Response Partners coming to your door to assist you, but today, we are asking for your assistance. It is time to get these key questions answered.

We are encouraging you to **call your elected Councillor and demand answers.** You are entitled to the answers. Do not let them hide behind a cloak of secrecy and refuse to answer. These are your elected representatives who are supposed to represent you and should be accountable to you.

We also encourage you to **share our message** through your social media channels, and please ask your friends and family to pursue the answers as well.

We are asking you to **seek the truth and know the facts.** You deserve answers to these important questions. Demand accountability from your elected officials.

Thank you for taking the time to hear our concerns.

If you have any questions or wish to discuss this ongoing issue further, please don’t hesitate to contact our London Professional Fire Fighter’s Association office at [\(519\) 434-7211](tel:5194347211) or email londonfire@rogers.com.