

Commissionaires

The Corpsrespondent

~ Newsletter of Hamilton Division - Autumn 2006 ~

THREE DETACHMENT COMMANDERS GRADUATE FROM SUPERVISORY TRAINING COURSE



Sergeant Jim Wilkins (UPS-SCS), WO Peter White, (Mohawk College) (*shown at left*) and Sergeant Tom Baynham (SITEL) (*pictured below*) are the latest members of Hamilton Division to successfully complete the **Corps Supervisors Course** held in Cornwall ON in September. The aim of the course is to provide selected Commissionaires with occupational and behavioural skills and attitudes necessary to function as supervisors within the Corps.

The ten-day course consists of lectures and syndicate workshops on a wide variety of topics including supervision, talk techniques, human resources, Safety in the workplace, legal responsibilities, performance evaluation etc. We congratulate our latest graduates on their hard work and effort in completing the course.



National Chairman Visits

Recently Cdr. (Ret'd) Bob Siemens, National Chairman of the Canadian Corps of Commissionaires called in at the Hamilton Division Headquarters on York Boulevard. It was his first visit to Hamilton Division. We hope it will not be his last.

Cdr Siemens is shown to the left with CEO Cdr. Fred Lee

An Important Message from the Commandant — Cdr. Fred Lee OStJ, CD

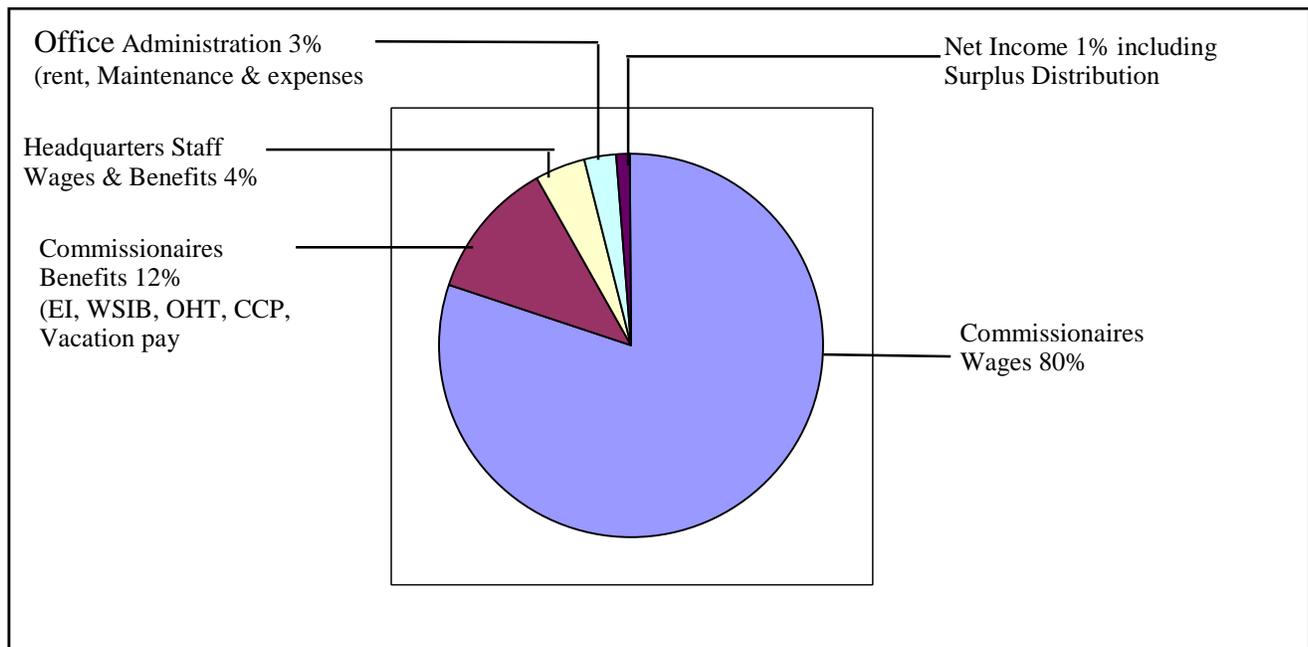
Our *Corpsrespondent* is a valuable opportunity for me to be in touch with each of you. The duties of this office leave less time than might be imagined for the personal contact I would like to have with you. Since the last newsletter there have been a number of developments which impact upon all of us.

Our Commissionaires at the City of Hamilton doing By-law enforcement duties had voted in September 2005 to have the Teamster's Union Local 847 represent them in dealings with the Corps in Hamilton. Early in July 2006 an Agreement was reached. That Agreement had to be within the conditions of the contract the Corps in Hamilton had with the City. It also had to acknowledge that the Division is a not for profit corporation which must return to each Commissionaire as much as possible. The Union Agreement therefore had to be kept within very strict bounds while we tried to provide as much for each Commissionaire as possible. The result was acceptable to our Commissionaires to continue to earn what the City contract provided with provisions for Remembrance Day and an extra week's vacation entitlement after 10 years service. This vacation entitlement is a Corps wide policy and more information will be forthcoming. The Agreement runs until the end of 2007. The Commissionaires will now pay union dues also which were not deducted before by this office. It should be noted that not all of our contracts with clients allow a Remembrance Day holiday no matter how seriously we try to arrange it.

You will note above that our policy has changed for all Commissionaires with service over 10 years. Those with service over 10 years will have an additional week of vacation entitlement.

We have recently had the same Union Local certified as the bargaining agent for another of our sites. The Commissionaires at the Correctional Services Canada in Hamilton (Hamilton Community Correctional Centre) voted for this. We will work towards an Agreement while being conscious that we cannot move outside of the terms of our client contract. The Commissionaires at that site hence may be paying union dues from their earnings as Hamilton By-law Commissionaires now do but other sites do not have that requirement. Contracts with clients whether they are new or renewed must be carefully handled. For no reason do we want to run any risk of loss of a contract since jobs may be lost. We therefore watch the way contracts are set up and maintained which must be to the client's satisfaction.

We continuously try to increase the monies available and conditions for our Commissionaires at all sites with each new and renewed contract. You will recall that in 2004 we showed the distribution of monies in all contracts by the use of a 'pie-chart' which is shown here again.



This shows in a simple fashion how the monies we receive are distributed for each contract. It will be noted that there is little if any left over. Each year for the past three years there has been surplus distributed which has resulted from careful money management. Since it is unpredictable it cannot appear in the 'pie-chart' except that it is included in the 1% net income portion. Consideration for it is made each year.

On another matter, I wish to talk of the status of the Private Security and Investigative Services Act (PSISA). This law was passed in late 2005 but the implementation of it has not occurred. We will be affected in several ways. The training standards for all persons doing security work in Ontario will have higher standards. We are currently in accordance with the Canadian General Standards Board requirements but provincial standards may be increased. There will be licensing required for most of us which was not the case in the past since Commissionaires were exempted under the old statute (The Private Investigators and Security Guards Act (PISGA)). There will be some minor appearance changes to uniforms. We should not be badly affected and the training and licensing issues being talked about at Queen's Park now will not change our responsibilities too much. Since we already have some training standards in the Commissionaires we should be able to slip fairly easily into the future which is not anticipated until late in 2007. Our jobs should not suffer and our abilities and image will be kept. We may in fact enhance our position with more contracts after this Act becomes operational.

Finally, I bring to your attention our revised Policy and Procedures which appear in the Guide that you are now receiving. Please look at it and understand the things that effect all of our working lives as Commissionaires whether as Division Staff, Detachment Commanders or Commissionaires. Our 'volunteer' Board has helped a great deal with all these matters talked about in this *Corpsrespondent*. This shows a dedication which can only be compensated in the satisfaction of knowing that the Commissionaires are being employed and served.

Photos Please!!!

For those of you who will attend Remembrance Day Services on Saturday 11 November, Please take photos especially of Commissionaires on parade. We will be pleased to include them in the next edition of *The Corpsrespondent*.

Fingerprinting Enters a New Age - Sgt Bill McBride SBStJ

It has taken quite a while to get there but after years of discussion and planning, **Commissionaires Fingerprinting Services** is about to enter the age of digital fingerprinting. What it will mean for clients is that the traditional waiting period of up to six months for fingerprint background checks will now be reduced to a few days. It will be a blessing for those involved with an immigration or citizenship process or those applying for pardons and waivers to enter the USA.

The traditional rolled-ink fingerprint process will still be around for a while for the fingerprint sets that are directed to the FBI and other state agencies in the US. But fingerprints directed to the RCMP will be taken electronically and 'emailed' for a rapid turn-around.

It is an exciting new era for those of us who take fingerprints right across Canada. Among the several advantages to the Corps is that there will be nationally only two fingerprint. service providers, Commissionaires and one other company. A more detailed story will be 'filed' when the new system is in operation

HEALTH AND SAFETY - MWO Jim Farrauto, CD

Health and Safety is a major priority for the Corps of Commissionaires and its members. In order that we are able to keep people employed we need to keep you free from injury. Hence a functional Health and Safety Committee will address situations that may put Commissionaires at risk and help safeguard the working environment.

Of course we can not prevent an incident or accident from happening, but we can certainly educate, inform and direct members in ways that can help you to protect yourselves. Health and Safety Committees are successful only when there are sufficient participants involved. Hamilton Division needs more people to participate and be actively involved with the Health and Safety faction of our organization. More involvement; more information! More information; better preventative action! Better preventative action; fewer accidents! It's simple!

Our Health and Safety Committee would welcome more contributing members. Please help us out.

Please direct inquiries to MWO Jim Farrauto 905 527-2775 ext. 22

POLICY FOR PRESENTATION OF MEDALS AND AWARDS HAMILTON DIVISION - Cpl Rick Gallant, CD

Distinguished Service Medal (DSM) – Recognition for service beyond the call of duty. The National Office determines whether or not to award the medal upon the recommendation of the Division. Presentation is made at the Division. Long Service Awards (LSM) – The National Office approves upon recommendation of the Division for 12 years of service in the Canadian Corps of Commissionaires wherever and whenever served. For each additional 5 years a bar is awarded. The medal will be awarded when the service is completed and the Certificate will be presented at the Annual Awards ceremony. Other Service Awards - For 5 and 10 consecutive years in the Hamilton Division a pin is awarded. An award is also presented for each 5 consecutive years after having served 10 Consecutive years. Each award will only be presented once. The Policies for these Medals and Awards are set by the National Office.

Since the last Newsletter the following personnel have been or will in the near future be awarded the award listed below.

LONG SERVICE MEDAL: LCol J.A. Evanoff, Eric Anderson, Bud Bishop and Gord Peddle.

FIFTEEN YEAR AWARD: Bill London.

TEN-YEAR AWARD: Florine Cove, Jim Maguire and Gary Stachura.

FIVE YEAR AWARD: Jim Farrauto, John Hainie, Doug Innis, David Jeffrey, Norm Leonard, Tom MacLean, Susan Patenaude, Murray Patterson, David Scott, Don Simms Toby Stiles, Denise Showkenik, Derek Mills, Nenad Mladjenovic, Ken Clarke, Patrick Steinhoff and Abbas Motala (see **Last Post** page 6)

Verification of Previous Service – MWO Ken Brady, SBStJ, CD

There is a requirement that current or former members of the Canadian Forces, who have applied for enrolment in the Corps of Commissionaires, provide proof of service. This may be accomplished through a variety of official forms as follows:

- * Canadian Forces ID Card (current members)
- * Canadian Forces Record of Service Certificate
- * Canadian Forces Record of Service Wallet Card
- * Certificate of Service from the RCMP
- * Statement of Service from Archives Canada
- * Canadian Forces Release Certificate
- * Certificate of Service from the RCN, Canadian Army or RCAF or another Armed Service

In August several Commissionaires were requested to provide verification of their service through one of the above forms of documentation. For those who responded to the letter, many thanks. For those who did not respond please attend to it immediately. It is very important that you do so. Please address questions on the matter to **Ken Brady at 905 527-2775 ext 26**

Cmdre. (Ret'd) R.T. Bennett, CMM, CD



Having completed his two-year term as Chairman of the Board of Governors Cmdre. Ross Bennett was recently presented a Commissionaires Plaque by CEO Fred lee and Administration Manager MWO Ken Brady on behalf of all members of the Headquarters Staff. Cmdre. Bennett took a very active leadership role as chairman. He remains on the Board of Governors as the Past-Chairman

The Profile I Wish I had Written - Editor

We are sad to report the passing of Norah Wilson (Guelph parking) who was not only one of Hamilton Division's few remaining WW2 veterans but was one of our longest serving Commissionaires with almost 20 years service. Nora served as a WAAF telephonist from 1941 to the end of the war. While she, like most 'vets' who were in the "thick of it," tended to understate her service, Norah was stationed at the RAF Station at Croydon (London) and later at the famous RAF Fighter Command Station Biggin Hill. It was the home of 11 Group and a frequent target of Luftwaffe bombers. Following the war Norah came to Canada and raised a family. She earned a Commissionaires Long Service Medal and was one of two members of Hamilton Division to receive the Queen Elizabeth II Golden Jubilee Medal for the division.

As editor of this newsletter it had always been my wish to write an extensive **Commissionaire Profile** about Norah Wilson. But she was not overly keen on the idea. She was a modest and pleasant lady and will be missed by those who knew her.

Board of Governors

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Cdr. R.J. Williamson, CD

1st Vice-Chairman

LCol. P.P. Garrick, CD

2nd Vice-Chairman

Maj. R.W. Nuttall, CD

Secretary

BGen. L. Salmon, CD

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Capt. D.R. Begin, CD

LCol. J.A. Evanoff, OStJ

Col. James Forsyth, CStJ, CD

LCol. G. Frid, CD, PESM

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Cdr. Fred Lee, OStJ, CD

Director of Operations

Capt. John Livingstone, CD

Manager of Operations

CWO Tom Lee, CD

Training Manager

MWO Jim Farrauto, CD

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Patricia Bachor

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MWO Ken Brady, SBStJ, CD

Fingerprinting Manager

Sgt. Bill McBride SBStJ

Administration Clerk

Cpl. Rick Gallant, CD

The Corpsrespondent

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The Commissionaires

Hamilton Division

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Editor **Sgt. Bill McBride SBStJ**

LAST POST

We are saddened to report the passing of Commissionaire Abbas Motala on 14 July 2006. A native of India Comm. Motala was employed for many years as a machine operator and later as a quality control auditor prior to joining the Commissionaires in 2001. At the time of his passing he was a member of the security team at Home Hardware in St. Jacobs. Our sincere condolences are expressed to the Motala Family.

WELCOME ABOARD

We welcome the following new Commissionaires who have joined our ranks since the last newsletter:

Darrin Davies, David Gill, Patrick Cullaton, Ernie Kwiecien, Mario Battista, David Humpartzian, Colin Thomson, Barry Slipp, William Bulmer, Nadine Ireland, Meghan Loomes, Charles Daniels, Jeffrey Smith, Amy Lewis, John Le, Drew Moir.

Sincere apologies are expressed to Comm. Connie Singh whose name was badly mis-spelled in the WELCOME ABOARD section of the last newsletter. The error was totally mine.

Important Message for Gulf War Vets

Jeff Bentley, National President of the Gulf War Veterans Association has advised that the Government of Kuwait is issuing a medal to qualified applicants who served in Kuwait during the "first" Gulf War. If you qualify, or if you know someone else who does, you should contact the

Embassy of the State of Kuwait

333 Sussex Drive

Ottawa ON K1N 1J9

613 780-9999

Info@embassyofkuwait.ca

The cut-off date from the embassy is 31 December 2006