

ONTARIO MINISTER OF LABOUR AIMS TO PROTECT TWO-HATTER FIREFIGHTERS, IMPROVE ARBITRATION PROCESS

VERONICA APPIA
vappia@metroland.com

Minister of Labour Laurie Scott has proposed amendments to the Fire Protection and Prevention Act that, if accepted, will protect two-hatter firefighters across the province from discipline - an issue that stirred up controversy among certain members of the Halton Hills Fire Department last year.

The term "two-hatters" or "double-hatters" refers to full-time firefighters who also work part-time for another department, usually in their home community.

The practice, common in many smaller communities, is forbidden under the International Association of Fire Fighters (IAFF) union constitution, and has resulted in two-hatters facing fines and threats of losing their full-time jobs.

In May 2017, then-Halton Hills fire chief John de-Hooge confirmed that three out of four two-hatter firefighters, who worked

full-time in Mississauga, resigned from their part-time positions in Halton Hills to avoid sanctions imposed on them by their full-time union.

One resigned prior to a tribunal hearing, held in February of that year, with the two others following suit afterward.

The sanctions included suspension from the union and resulting lost benefits, as well as a \$500 monthly fine for six months for a total fine of \$3,500. After six months, the monthly fine was set to increase to \$1,000. It would then increase to a monthly amount of \$1,500 after a year, and finally up to \$2,000 per month should the violation persist after 18 months.

In Canada, Ontario and Newfoundland are the only provinces that have not had legislation in place to protect double-hatters.

The proposed amendments, introduced as part of the 2018 Ontario Economic Outlook and Fiscal Review (Bill 57), would pro-

tect professional firefighters from being penalized as a result of double-hatting and would take pressure off municipalities expected to dismiss them.

"Our proposed reforms to finally protect 'double-hatters' will promote public safety and allow firefighters to choose how they volunteer, in their free time," Scott said in a news release.

As well, the amendments promise to improve the current interest arbitration system, known to lead to delays and inefficiencies, by requiring arbitrators to consider other settlements reached with employees in the same municipality, as well as various economic criteria affecting that specific area.

The changes would also allow municipalities or firefighters' associations to request explanations in writing from the arbitrator and introduce one-person arbitration panels.

With files from Graeme Frisque

A NEW CEMETERY IN HALTON HILLS

A new cemetery for the general public is taking shape for residents in Halton Hills and their families. Devereaux Cemetery is located in a quiet country setting on the 17th Side Road, just west of Trafalgar Road. It's adjacent to the Holy Redeemer Cemetery and open to people of all religious faiths.

Contact us for information about available interment options, either at time of need or in advance.

DEVEREAUX
CEMETERY

Owned and operated by The Roman Catholic Episcopal Corporation of the Diocese of Hamilton
905-877-8500 | www.devereauxcemetery.ca

legal matters | ESTATES & TRUSTS

Q: CAN I HAVE MORE THAN ONE WILL?



M. Jasmine Sweatman
B.A., J.D., LL.M., TEP., C.S., EPC, CPCA

Certified Specialist in
Estates & Trusts

Wills, Powers of
Attorney, Trusts,
Estate Litigation and
Administration,
Corporate, Real Estate

A: Having more than one Will can be a valuable estate planning strategy allowing you to minimize the estate administration tax and simplify the estate administration process.

Assets that require probate to be administered (for example real estate) are dealt with in the primary Will and probate fees are only to be paid on the value of those assets. The secondary Will assets are transferred to your beneficiaries without the need for probate. The idea behind multiple Wills is to separate those assets requiring probate from those that do not.

The strategy of multiple Wills allows for a transfer of assets to your beneficiaries without incurring the estate administration tax (or probate fees) for those assets that can be transferred without probate. Such assets (including for example shares of privately held corporations or assets outside Ontario) would be dealt with in a separate Will.

It is important to seek legal advice if you wish to draft multiple Wills to ensure that the Wills are properly prepared and your estate collectively planned suit. You will need the Wills carefully drafted to ensure each Will refers to the other and does not revoke the other.

Thinking of implementing an estate plan.... call us to discuss!

Sweatman

LAW FIRM*

104 - 83 Mill St., Georgetown
905.877.0121

www.sweatmanlaw.com

*Sweatman Law Professional Corporation



2019 OUTDOOR SOCCER REGISTRATION

MARK YOUR CALENDAR!

Register online for the
2019 outdoor house league season
from January 28th to February 10th
to receive early bird savings.

Don't miss out!
Visit website for details and to register!
georgetownsooccerclub.com

