

**APPENDIX “F”**  
**CONDITIONS OF HIRE FOR FIRE TACK CREWS**

1. Firetack Crew members shall be at least eighteen (18) years of age; capable of passing the Province’s current physical fitness test, and capable of carrying out all Services. The Province assumes no responsibility for any physical limitations for which they have not been made aware. **Crew members who do not pass fitness testing during routine audits conducted by the Province shall be discharged from the crew.**
2. Alcohol and/or illegal drugs shall not be allowed in or on any government facility or fire or man-up camps. Possession or any evidence of usage by any individual constitutes grounds for discipline.
3. Only personal work-related and physical-fitness clothing (including running shoes) and gear, personal hygiene articles and a good sleeping bag (medium weight) are permitted on the fireline to a maximum of 40 lbs. (18.2 kg), excluding food, personal protective equipment and fireline equipment. All clothing must be cotton or wool and not synthetic materials. Provincial staff has the right to refuse any items.
4. The Province shall supply each crew member with yellow coveralls that meet CGSB-155.22 standards for fireline work wear and a CSA approved safety hard hat in the following colours: yellow for crew Leader, blue for Sub-Leader and red for crew members.
5. Each crew member must be equipped with: rain wear and work boots meeting Provincial standards, with minimum 20 cm height and non-slip soles. All protective gear shall meet standards approved by the Province in its sole discretion.
6. All protective safety gear shall be worn while performing duties on the fireline. The Province shall supply ear protection (Peltor H7 or equivalent), eye protection, face shield and power saw chaps to firefighters performing Services requiring such protection.
7. Fireline communications shall be provided by the Province, as required.
8. All equipment assigned to the crew members should be kept clean and in a state of excellent repair. Accidental loss or damage to Provincial equipment or facilities must be reported to Provincial staff.
9. The cost of loss or damage that occurs to any property of the Province, being used by or in the possession of the Contractor’s employees, due to negligence, wilful acts, carelessness, or omission, shall be the responsibility of, and shall be billed to the Contractor.
10. Crew members are employees of the Contractor and are not employees or agents of the Government of Alberta and as such shall be paid directly by the Contractor.
11. All crew members are expected to actively participate in improving fire control operations by making suggestions to Province’s staff while on active fire duty and during post fire meetings. All crew members shall clearly understand and follow LACES (Lookout, Anchor points, Communication, Escape routes and Safety zones).
12. All injuries shall be immediately reported to the Contractor’s representative and an A & F Supervisor. A First Aid Record, near miss or any applicable forms completed.
13. Crew members shall be safety conscious, comply with all regulations, and maintain a good safety record.
14. Individuals shall, if required, work up to a maximum of twenty-four (24) consecutive days. When a crew is exported outside their home base they are expected to work the timeline required for that export which will not exceed twenty-four (24) consecutive days.
15. Crews shall be equipped with adequate spare clothing and personal gear to be self-sufficient for the first twenty four (24) hours on a fire.
16. The Province does not provide commissary services. Commissary services shall only be available to crew members to the extent provided by the Contractor.
17. Crew members shall carry one piece of photo identification, their Chainsaw Training Certificate, and their Transportation of Dangerous Goods (Air and Ground) Certificates with them while on duty, and will make them available to the Province upon request.
18. The duty day of the crew shall be set for the crew by the Duty Officer or Incident Commander, or their Designates, the evening prior.
19. Crews are expected to conduct themselves in a professional manner and maintain a professional appearance.

Last Name:		Employee Signature		Date	
First Name:		Initial	Fire Fighter Certification Number		
Birth Date (M/D/Y)	Weight (Lb)	Apt./Street /P.O. Box			
City/Town:		Prov.	Postal	Phone	

The above conditions are understood and accepted by Contractor and Contractor's employee.

Contractor’s signature: \_\_\_\_\_ Date: \_\_\_\_\_