

## **Frequently Asked Questions (FAQs)**

### ***Pregnant Firefighters within Operations: Special Program***

**1. Do I have to inform my supervisor that I am pregnant?**

An employee does not need to inform anyone that she is pregnant. However, we strongly encourage pregnant firefighters to review their job related duties, risks and occupational hazards with their treating physician or midwife to determine if a modified duty assignment is required.

**2. If I communicate that I am pregnant, will Toronto Fire Services (TFS) treat me as though I have a disability?**

TFS does not consider a pregnancy to be a disability. All employees have the right to be treated with respect and dignity, in a manner that recognizes the particular and distinct experiences that individuals encounter during pregnancy.

**3. I wish to communicate that I am pregnant, whom do I inform?**

Please contact the TFS Medical Office at 416-338-9310.

**4. Once I communicate that I am pregnant will TFS automatically remove me from my firefighter duties in Operations?**

TFS will not automatically remove a pregnant firefighter from her position unless it is observed that that performance of her duties is placing herself, her co-workers or the public in harm's way or it is observed that she is unable to perform her duties.

**5. What can I expect from TFS once I communicate that I am pregnant?**

TFS has established a special program as a proactive and precautionary measure for pregnant firefighters within the TFS Operations Division. This special program is aimed at addressing the temporary accommodation needs of pregnant firefighters in a fair and reasonable manner.

This program is intended to address the medically-validated restrictions of pregnant firefighters arising from their pregnancy that require accommodation as set out by their treating physician or midwife.

Typically, under this program, a pregnant firefighter will be transferred from their base position in Operations to a suitable temporary modified duty assignment. This is done after an RTW form is provided, indicating a temporary modified duty assignment is required. This usually occurs following discussions between the Medical Office and the pregnant firefighter.

**Note: Notwithstanding the above, a pregnant firefighter who is concerned about continuing to work in their base position should immediately contact the TFS Medical Office at 416-338-9310.**

**6. What modified duties are available for pregnant firefighters?**

A temporary modified duty assignment for a pregnant firefighter may include:

- Placement in a temporary 24-hour modified duty assignment within a District Chief's hall.
- Placement in a temporary modified duty assignment in a support role working a four day work week or a five day work week.

Should you have questions or need clarification about the above, please don't hesitate to contact the TFS Medical Office at 416-338-9310.

**7. How do I begin the process for securing a modified duty assignment?**

An RTW form needs to be completed by the pregnant firefighter's physician or midwife. Modified duties, if required, are assigned based on the information contained in the completed RTW form.

**8. Where do I send the completed RTW form?**

Once a RTW form has been completed by a physician or midwife, specifying any restrictions, send it to the TFS Medical Office. Please Contact: 416-338-9310

**9. How will I be assigned to a modified duty assignment?**

Once an RTW form has been received by the TFS Medical Office, indicating modified duties and restrictions, a search for a suitable modified duty assignment will begin. The TFS Medical Office will contact the pregnant firefighter to discuss an appropriate assignment.

Upon being assigned to a temporary modified duty assignment, the TFS Medical Office will notify the pregnant firefighter's superiors, payroll and the association of such assignment.

**10. Will my rate of pay be affected while I am on modified duties?**

Your rate of pay will not be affected, regardless of whether you are temporarily accommodated within Operations on a 24-hour shift or are moved to a temporary modified duty assignment outside of Operations.

**11. Whom do I call if I would like to know more about the TFS Special Program for Pregnant Firefighters?**

Please do not hesitate to call the Medical Office at 416-338-9310 for assistance.

**12. Where can I find information relating to some of the risks and hazards pertaining to pregnant firefighters?**

Go to TFS intranet site and open "*Special Program for Pregnant Operations Firefighters: Steps to Follow*", then scroll down to links and open.

**13. Should I have any issues or questions during my modified duty assignment whom do I call?**

Please do not hesitate to call the Medical Office at 416-338-9310 for assistance.