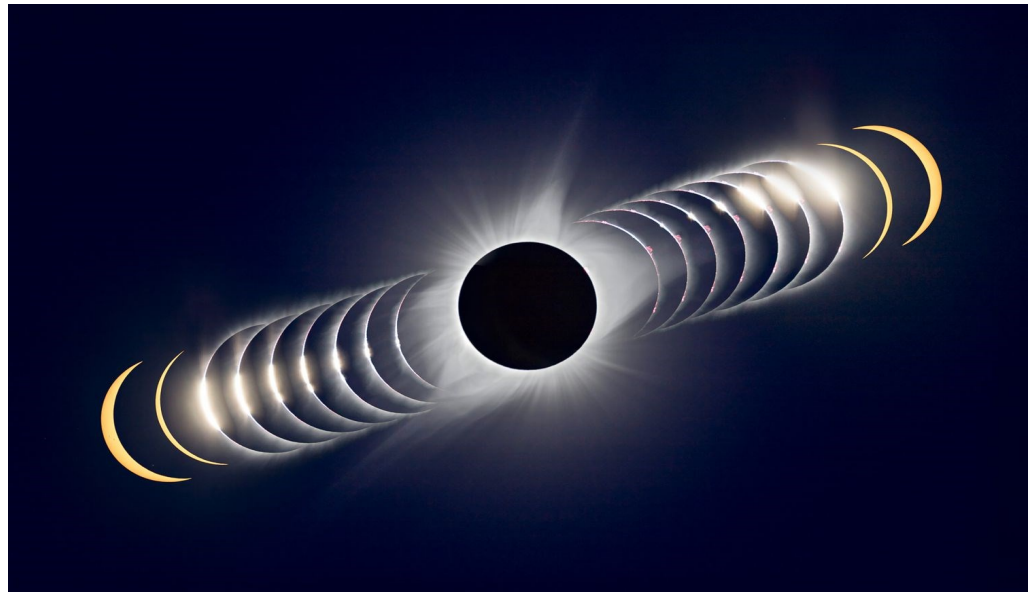




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April 8, 2024 - Total Solar Eclipse



A total solar eclipse will take place at the Moon's ascending node on Monday, April 8, 2024, visible across North America and dubbed the **Great North American Eclipse** (also **Great American Total Solar Eclipse** and **Great American Eclipse**) by some of the media. A solar eclipse occurs when the Moon passes between the Earth and the Sun, thereby obscuring the image of the Sun for a viewer on Earth. A total solar eclipse occurs when the Moon's apparent diameter is larger than the Sun's, blocking all direct sunlight, turning day into darkness. Totality occurs only in a narrow path across Earth's surface, with the partial solar eclipse visible over a surrounding region thousands of kilometres wide.

Occurring only one day after perigee (the point in the orbit of the moon or a satellite at which it is nearest to the earth) on Sunday, April 7, 2024, the Moon's apparent diameter will be 5.5% larger than average. With a magnitude of 1.0566, its longest duration of totality will be of 4 minutes and 28.13 seconds near the Mexican town of Nazas, Durango, (about 4 mi (6 km) north), and the nearby city of Torreón, Coahuila.

This eclipse will be the first total solar eclipse to be visible in the provinces of Canada since February 26, 1979, the first in Mexico since July 11, 1991, and the first in the U.S. since August 21, 2017. It will be the only total solar eclipse in the 21st century where totality will be visible in Mexico, the United States, and Canada. It will also be the last total solar eclipse visible in the Contiguous United States until August 23, 2044. (Learn more on page 4)



From the
Chair

The CEO and I have just returned from our Spring meeting of Divisions and the National Board in Ottawa. It has, for me, reinforced the fact that we are a cohesive and effective federation of viable and collaborative Divisions.

Although the National Office has had a challenging year with significant personnel changes, the leadership has continually improved the support they provide to you, me and our Board. I thank our CEO, office staff and all employees for the professional and meaningful work that gets done.

I am continually impressed with the level of professionalism I see from both our office staff and the 'boots on the ground' guards. A couple of weeks ago I watched as our Guard at Juravinski Hospital helped a struggling and flustered senior into a taxi with tremendous care and compassion. She was positively blushing and I was grateful he was there for her! It reminded me that there is much good in our world while the news we see and read would suggest otherwise. Our efforts go far beyond security and guarding and we have much to offer our community and the country as a whole.

As we approach this holy weekend I wish you all a blessed Easter and a safe and happy Spring!



The CEO's
Desk

Hello, and congratulations on making it through the warmest winter in Canadian history!

As we fulfill our duties safeguarding our communities and serving the public, it's essential to remember that our collective happiness and satisfaction are the cornerstone of our success.

Work is not something that should be endured; it's something that should enrich our lives in ways other than just financially. This is why we sent our employee satisfaction survey earlier this year, and which we will discuss in great detail inside this issue.

Each day, you bring unwavering dedication and passion to your roles, ensuring the safety and well-being of those we serve. Your commitment is the driving force behind our success, and the reason why our organization continues to thrive.

Remember, your happiness and satisfaction are not just incidental to our work; they are integral to it. When we feel fulfilled and valued, we are better equipped to tackle challenges, innovate, and make a meaningful difference in the lives of others.

As we strive for excellence, let us prioritize our own well-being, supporting one another, fostering a culture of positivity, and celebrating our achievements, no matter how small. Together, we can overcome any obstacle and continue to be a beacon of hope and security in our communities.

Thank you for your unwavering dedication and commitment. Your contributions are truly invaluable, and together with our divisional colleagues, Commissionaires will continue to make a profound difference across this country.

In Memoriam

Colonel James Forsyth, CStJ, CD, CA



It is with great sadness that the Forsyth family announces the passing of Colonel (Ret'd) James Charles Forsyth, CStJ, CD, CA, on 11 January 2024, at the age of 85. Born in Hamilton on 1 June 1938, the son of the late Maurice & Lillian (Denver) Forsyth. James was a graduate of Central Secondary School in Hamilton and the Institute of Chartered Accountants. While at Central, he served 5 years with 2401 Central Secondary School Cadet Corps in Hamilton, then joined the Royal Canadian Army Service Corps (Militia) in 1957 as an Officer Cadet. Throughout an impressive 50-year career in the Canadian Militia, he served as Officer Commanding of 133 Company RCASC, Commanding Officer of the Royal Hamilton Light Infantry (RHLI), Commanding officer of 23 (Hamilton) Service Battalion and the Commander of the Hamilton Militia District (HMD). In between commands, he served in various appointments with Central Militia Area Headquarters, HMD Headquarters and National Defense Headquarters in Ottawa. His final appointment was as the Honorary Colonel (HCol) of the RHLI, retaining that appointment until 2007, after 14 years.

As HCol, James was a tireless campaigner for the RHLI, both in Canada and overseas on numerous regimental trips to France, Holland and Belgium for World War II memorial functions. He was also a member of the Dieppe Veterans' Memorial Park committee, leading to the construction and dedication of a long-overdue monument that pays tribute to veterans of The Royal Hamilton Light Infantry and other Hamilton area veterans who participated in the raid on Dieppe, France in August 1942. The monument was dedicated in August 2003.

Career highlights from his Militia service include being called out to assist civilian authorities in the search for 10-year-old Marianne Schuett in 1967, the blizzard of 1977 and being invited to have dinner at Buckingham Palace with His Royal Highness Prince Philip, the Colonel-in-Chief of the RHLI.

James was a member of the Board of Directors with the Canadian Corps of Commissionaires (Hamilton Division) from 1994 to 2018. Jim filled positions of Director, Treasurer, 2nd Vice Chair, Vice Chair and Chair.

He will be remembered as a true gentleman, kind, loving and generous friend, and dedicated family man. He will be missed dearly.

TOTAL ECLIPSE EVENT – APRIL 8, 2024

(Richard Luden, Director of HR and Administration)

On April 8, 2024, a total solar eclipse will cross Mexico, the United States, and Canada. Except during the brief total phase of a total solar eclipse, when the Moon completely blocks the Sun’s bright face, it is not safe to look directly at the Sun without specialized eye protection for solar viewing. This partial eclipse is expected to last from 2:15 p.m. to 4:45 p.m. on April 8, with a total eclipse scheduled for around 3:30 p.m. All commissionaires need to understand the risks while driving during an eclipse; especially since the time frame of this event is coinciding with travel to, or from, work. In addition, there are some employees who, by virtue of their work will be in a vehicle conducting patrols.

Safe Solar Eclipse Viewing

A solar eclipse occurs when the moon partially or totally covers the sun. It is fascinating but it is important to guard against damage to your eyes.

1. Safety First

Use approved solar eclipse viewers that meet international standard ISO 12312-2. Glasses distributed by Hamilton Public Library are provided by McMaster University Faculty of Science, Department of Physics and Astronomy and meet these standards. Make sure the glasses are not damaged or scratched before Use. **Sunglasses, even those with a very dark tint, are NOT sufficient protection.**

2. Don't Get Burned

Staring at the sun without protection may cause damage to your retina (the tissue at the back of your eye). This damage can occur without any sensation of pain. The injury can be temporary or Permanent.

3. Watch Online hpl.ca/eclipse-live

Watch an online livestream from a verified source such as NASA Live. Or check out a recording of the eclipse after it has happen

The following practices should be adhered to when driving during an eclipse:

- Don't stare at the eclipse while you drive
- Don't wear eclipse glasses while driving
 - * *Eclipse glasses with solar filters are designed to block out 99.9 percent of light. They are not to be worn when driving.*
- Don't pull over by the side of the road
 - * *Because other drivers may be distracted during the eclipse and could accidentally swerve onto the shoulder, it is recommended that you park in a safe space away from traffic to observe the event.*
- Keep your headlights on
 - * *During the eclipse, the moon will temporarily block out the sun, so areas around the eclipse will suddenly be very dark. Keep your headlights on instead of relying on automatic headlights.*
- Drive slowly, and keep plenty of space between you and other cars
 - * *Expect your fellow drivers to be distracted. Drive slowly and maintain additional distance between you and other cars to give yourself space to avoid possible collisions with other vehicles.*

Conforms to and meets Transmission Requirements of ISO 12312-2 Filters for Direct Observation of the Sun. Meets the Transmission Requirements of EN 1836:2005 + A1: 2007 € for an E15 Filter for the Direct Observation of the Sun. Meets the Transmission Requirements of AS/NZS 133. 1:2012. Filters for Eye Protectors in compliance with EU PPE Regulations 2016/425. EU Type Examination by CCQS Certification Services Ltd.





Once again, Commissionaires Hamilton will be in attendance at the Hamilton Garrison Recruiting Exhibition and Tattoo on June 6 from 1pm to 5pm. All Reserve units in the Hamilton area will be at the John Foote, VC Armouries.

Former Commissionaire, Michael Barone, manned the Canadian Forces Recruiting table at last year's event.



H-GREAT

Hamilton Garrison Recruiting Exhibition & Tattoo

- **WHAT:** A CAF recruiting fair, skills display, & **FREE** musical performance from the Hamilton Garrison
- **WHEN:** April 6th, 2024 FROM 1pm To 5pm
- **WHERE:** John Foote Armoury, 200 James Street North
- **DETAILS:** Street parking available. JFA Access through front doors on James St. Seating available for guests. Music begins at 2:30



RCAF Turns 100

**YOUR AIR FORCE
VOTRE FORCE AÉRIENNE
1924-2024**

Your Air Force's heritage.

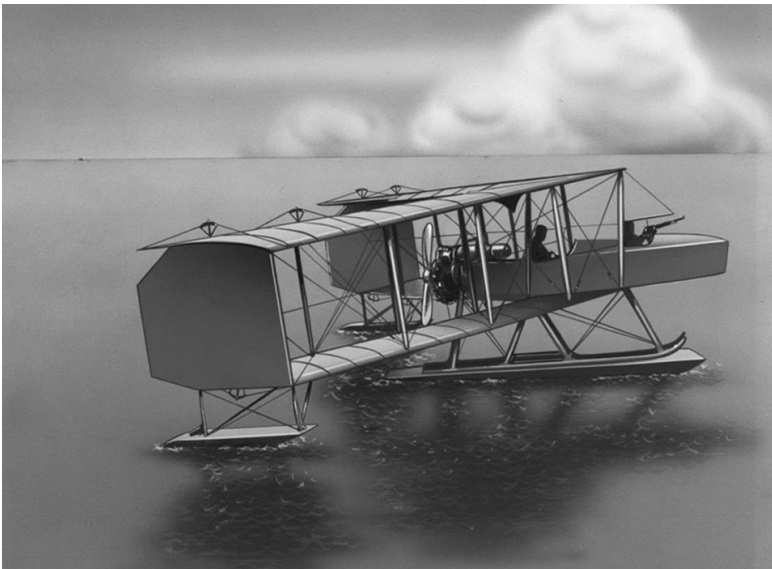
The Royal Canadian Air Force was born 100 years ago to protect and preserve the freedoms of all Canadians, to contribute to global peace and security, and to help those in need in Canada and abroad.

Your Air Force has a long and distinguished history with many proud traditions that merit recognition by all Canadians. Generations of *Your Air Force* have served with distinction over the past century. Together, we honour our rich history formed by those who served before us and for many who made the ultimate sacrifice for our nation.

Your Air Force today.

The RCAF is an agile, integrated and inclusive national instrument of power. The beating heart of *Your Air Force* is people – a diverse workforce that includes Regular and Reserve Force members and civilians that form the Defence Team who work seamlessly together to accomplish our mission. Our people are the foundation on which we will build our path to the future.

The RCAF provides air defence, maritime patrol, search and rescue, air mobility and sustainment, aerospace control, and space capabilities to support operations at home and abroad. *Your Air Force* is a respected military partner worldwide, providing security at home through NORAD and working with our NATO allies and partners to maintain peace and stability across the globe.



Your Air Force tomorrow.

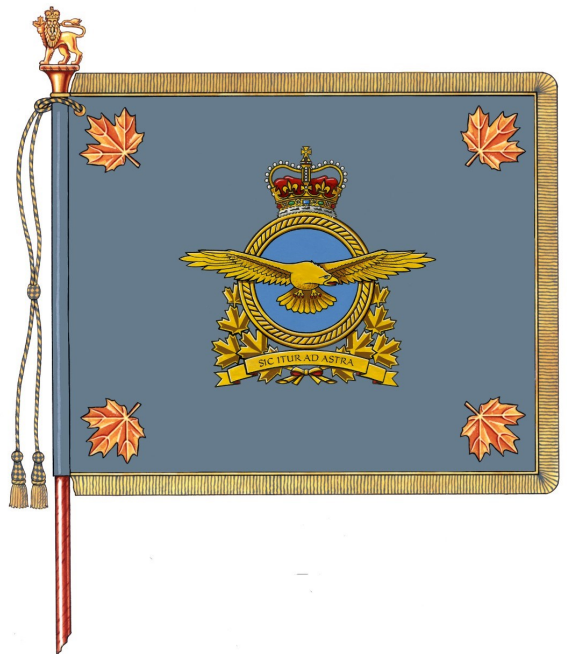
Your future RCAF has an exciting outlook, with a critical role in the space domain, a wide range of modernization projects, including a new fleet of fighter jets coming soon. Space is a critical part of the global security environment. The RCAF is functionally leading all efforts within DND/CAF to ensure the continued delivery of space-based services and to enhance the resilience of the space capabilities upon which the military relies to conduct operations.

Through a diverse and highly motivated workforce, new technologies and innovation, state-of-the-art equipment and capabilities, we are ready to enter the next century of service and continue to serve Canada with distinction



The Royal Canadian Air Force's new Queen's Colour carries the historic name of the RCAF, which was restored in 2011. ←

→ The Royal Canadian Air Force's new Command Colour carries the new badge of the RCAF, which was created following the restoration of the RCAF's historic name in 2011. As well, the tops of the maple leaves at the four corners now point outward, as they did on the first RCAF Command Colour, presented in 1950.





Account Manager William Wilton presents a Certificate of Appreciation to Corporal Wendal Jones, Detachment Commander of Royal Connaught condominiums site. This certificate was initiated by the client.

“Since his placement as the Detachment Commander at the Royal Connaught Apartments, Corporal. Wendal Jones has taken significant steps to enhance the security of the site for its tenants. He has improved the security awareness of the site, has established a reduction in trespassers and has created positive response to the actions of the security team from the tenants. This Certificate of Appreciation recognizes the performance of Cpl. Jones in being a credit to himself and Commissionaires Hamilton.”



Director of Operations Gunter Vuegen presents Scheduler Scott Purser with his recognition of 10 years service with the Canadian Corps of Commissionaires.



Detachment Commander Warrant Officer Nasrul Saifullah, accompanied by Corporal Rick Gaudet, accept a Detachment Certificate of Appreciation for the Canada Centre for Inland Waters Commissionaires.

“For excellent security services provided during the KISTERS user group meeting held at the facility. The Commissionaires at CCIW were able to provide and care for all the security needs of the attendees including the proper paperwork, the set-up, the close eye on the guests and the friendly greetings resulting in a successful meeting on behalf of our client.”



Formal Events Attended

Over the past few months, members of our Headquarters Staff have had the opportunity to represent Commissionaires Hamilton at two formal events.

On February 24, 2024, Board Chair Honourary Lieutenant Colonel Glenna Swing and CEO Don Thompson attended the Toronto Garrison Ball hosted this year by 400 City of Toronto Squadron RCAF. This event was held to recognize the 100th Anniversary of the RCAF. More information about this milestone can be found on pages 6 & 7.

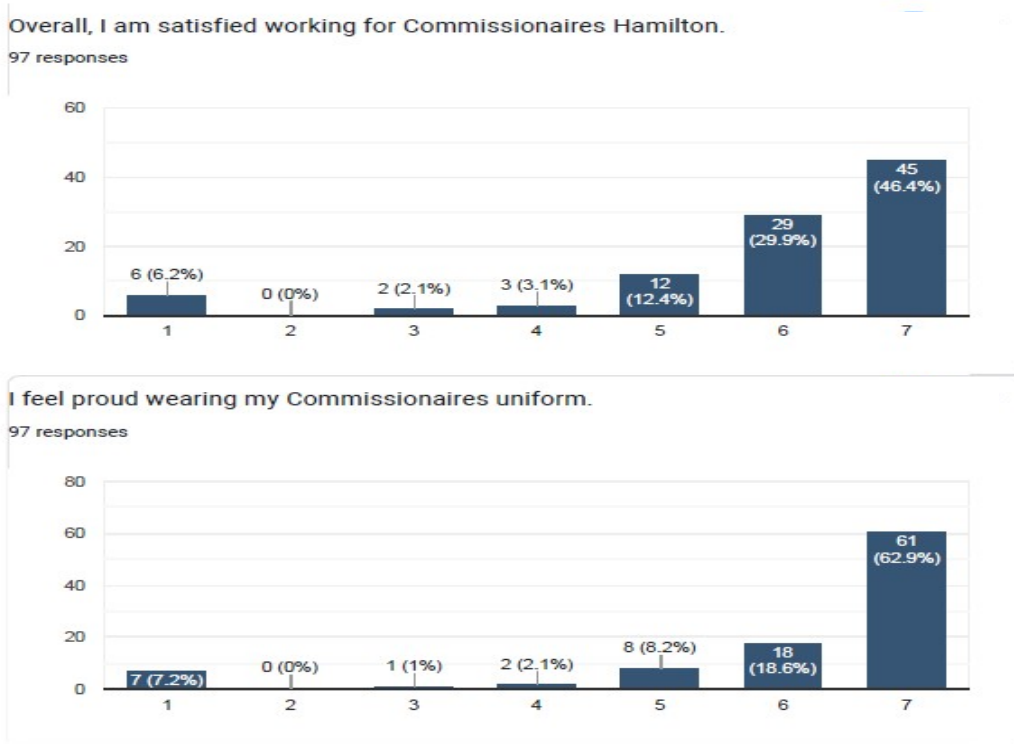
On November 4, 2023, our Administration Manager, Ken Brady attended a Fundraising Gala for the Lincoln & Welland Regimental Foundation with special guest Her Royal Highness Princess Sophie, the Duchess of Edinburgh. Standing beside Ken is Leo Giovenazzo a former member of Commissionaires Hamilton and currently Zone Training Officer (Niagara and Greater Toronto Area), Regional Cadet Support Unit (Central) who also attended the event.



Commissionaires Hamilton Employee Satisfaction Survey

(Don Thompson, Chief Executive Officer)

Earlier this year, an employee survey was sent out to all of our employees, in an effort to identify areas of improvement for our organization. Although less than 50% of employees responded, we were still able to get a better understanding of employee concerns and overall satisfaction levels, as shown below:



In addition to the survey itself, we also had a draw for a day off with pay for one lucky respondent: **Cmre. Casandra Miller**, please contact your Account Manager for further details, and congratulations! We appreciate you taking the time to participate in the survey.

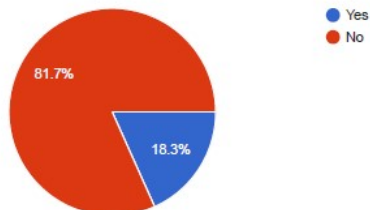
While most of the responses were overwhelmingly positive, we also provided the ability for employees to share their individual thoughts about each category, and the responses ranged from requesting higher wages, to complimenting their supervisor.

- * I feel I am well prepared and equipped for my job. When something was further required of me at a different site, I always received the proper instructions and tools to succeed at my post.
- * Having to pay for necessary equipment to do my job hard for people living paycheck to paycheck
- * Getting prepared for this site was a lot of fun. Between the training from the client and from the Commissionaires this allows me to be prepared for what I have to do day to day.
- * Scheduling has been great. Account Mgr. has been available and helpful. HQ is available and helpful.
- * Communication is key in any organization along with responding in a timely manner. For the most part communication is pretty good.
- * My Supervisor always immediate respond, if I need his help at job. He always guide proper.

As the survey was anonymous, we also provided the opportunity to contact individuals directly to follow up with your specific concerns, as shown below:

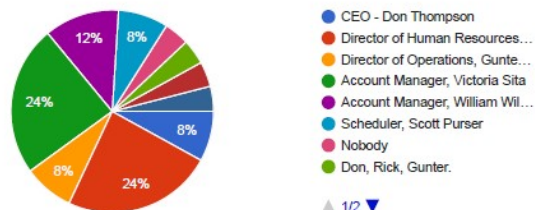
Would you like a senior management representative to follow up with you?

93 responses



Who would you like to reach out to you?

25 responses



Ultimately, while we are very pleased with the overall level of satisfaction, much work remains to be done, and I encourage you to follow up with your supervisor on any issue that you feel you would like to discuss. Keep an eye out for additional surveys this year that will focus on other aspects of our business.

Together, we can make Commissionaires the best employer and organization in the country.

Commissionaires Hamilton Milestone Award - Director of HR

As of April 1, 2024, Commissionaires Hamilton will be introducing an expansion to our Divisional Awards, recognizing hours worked on behalf of the organization. This award replaces the existing method of recognition for service, however, the Commissionaire Long Service Medal (which is a national award) remains unchanged.

This Award, dubbed a 'Milestone award' will reward those active Commissionaires who have completed a significant number of work hours on behalf of Commissionaires Hamilton.

The scale of the award, and its monetary value are presented below, along with what the pin will look like.

Commissionaires employed since 1 April, 2022 shall be awarded monetary compensation in recognition of their continued contribution to the success of the Division.

Employees shall be entitled to monetary awards at every '10,000 hours of work' milestone, beginning at a \$100.00 award and increasing by \$100.00 for every stage.

Hours	Award
10,000	\$100.00
20,000	\$200.00
30,000	\$300.00
40,000	\$400.00
Etc.	Etc.



Complete details of the Award shall be included in the next amendment to the Policies and Procedures Manual.

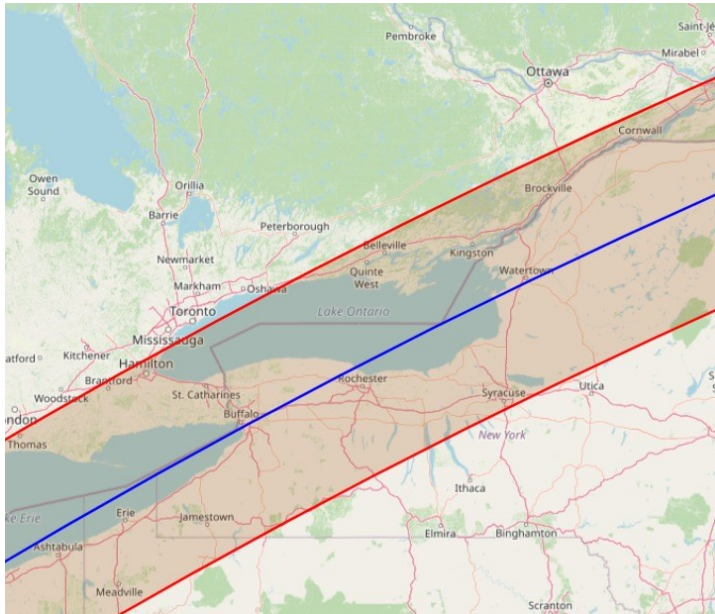
Recognition of Service

3 Years Service: Dev Bedi; Zoe Collinson

5 Years Service: Mark Copsey; Warren Mitchell

10 Years Service: Scott Purser

15 Years Service: Phillip Williams



Eclipse Fact:

The area between the red lines is the 'Path of Totality' where the sun will be completely blocked as the shadow makes its way across the region. The blue line is where totality will have the longest duration.

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