



MISSISSAUGA FIRE FIGHTERS ASSOCIATION

IAFF LOCAL 1212

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GENERAL MAILING ADDRESS

3600 Thomas Street
Mississauga, ON
L5M 7E2

February 4, 2022

Dear Mr. Starr,

I am writing today in regard to the recent news from City Hall with respect to your role in a vandalism complaint that was recently disclosed involving yourself and former Councillor Karen Ras.

There have been further allegations of bullying and harassment attributed to you as well, all of which this Association takes very seriously.

In 2018 you sought our support and we did endorse your candidacy, based on your stated commitment to public safety. Today we regret that decision and I wish to be very clear that we no longer support you staying on in your role as a City of Mississauga Councillor.

Media speculation is one thing, but from our perspective, there has been no credible or cohesive response or denial from you on the matter and in addition a confirmed report you have paid for the damage. We feel this is enough to consider the facts are not in dispute and you are in fact responsible for the behaviour described.

For too long, this employer has imposed a 'double standard' on the conduct of my members in comparison to other areas of the city, now apparently council included. I have seen many times over the last few days a call by many to make changes to the way these matters are handled and the standard to which councillors are held. The Mississauga Fire Fighters Association could not agree more.

We are outraged by the disproportionate treatment some of our members have been subjected to by this employer, one in particular comes to mind, who was himself a victim of a crime, yet the moral authority of our HR department sought to terminate him. Yet as a Councillor there seems to be very little that can be done, beyond utilizing the Integrity Commissioner, maybe, not even that is clear at this point. Clearly a very flawed system.

We also take note of the fact there was only a response by the employer once the media became involved and this became a public matter.

In light of the above, we call on you to immediately resign from your position of Councillor for Ward 6. Your conduct while holding public office

falls far below how we expect our city leadership to act and is certainly not in keeping with the code of conduct or even basic human decency the men and women of Local 1212 have worked so hard to foster and promote, despite little to no support for decades within our own city facilities by this employer.

We stand in solidarity with former Councillor Ras and feel strongly that no one, ever, should be subjected to bullying or harassment in the workplace and no reasonable person could ever condone an act of vandalism to anyones personal property.

We regret this has occurred and that I even have to write this letter, we take no pleasure from it, but as community leaders as well, we cannot turn a blind eye to this behaviour.

The Mississauga Fire Fighters Association remains committed to an inclusive and welcoming workplace, free of bullying, harassment and intimidation and where people feel safe.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chris Varcoe', with a stylized, cursive script.

Chris Varcoe
President
Mississauga Fire Fighters Association
IAFF 1212

cc-Mayor Bonnie Crombie, Fire Chief Deryn Rizzi, Local 1212 Executive Board, Local 1212 Membership, City Manager Mitchum, Commissioner Robillos