



WHITBY PROFESSIONAL FIRE FIGHTERS' ASSOCIATION  
209 DUNDAS STREET EAST, P.O. BOX 362, WHITBY, ONTARIO L1N 5S4

**Association Meeting**

**December 16<sup>th</sup>, 2022**

**Knights of Columbus Hall**

**Regular Meeting**

**President Jon Friel presiding.**

**1830: Regular meeting begins.**

President Friel reminds all in attendance that no electronic recording of the meeting is permitted.

Minutes of the last meeting were adopted as read – **November 15<sup>th</sup>, 2022**

**Treasurers Report** – Treasurer Swail

General - \$40,492.54  
Charitable/Benevolent - \$13,945.30  
Canteen - \$17,677.62  
LDF - \$215,317.31  
Memorial - \$67,611.58

**Bills Pertaining to the Union** – Treasurer Swail

- None.

**Correspondence** – Secretary Girard

- None.

President Friel asks for latitude to hold a presentation for Past President Todd Gilchrist.

No objections heard.

President Friel gives speech and presents Brother Gilchrist with a gift.

President Friel presents the following motions:

**Motion:**

**To accept the following language addition to the Constitution and By-Laws of the Whitby Professional Fire Fighter's Association, IAFF Local 2036:**

4.03 President Emeritus

- *The position of President Emeritus is hereby established. Upon the effective date of his/her retirement as President of this Association (IAFF Local 2036), each president shall be eligible to be nominated as President Emeritus. The nomination for President Emeritus can be made by any member in good standing and his/her name will be voted on at a regular association meeting. A two thirds (2/3) majority vote of members present shall be required for acceptance of the nominee.*
- *He/She shall, upon request, consult with and advise the President and executive board. This position will carry with it a lifetime membership in the Whitby Professional Fire Fighters's Association.*

**Moved by Sheldon Lamoureux. Seconded by Ray Richardson.**

**Carried.**

**Motion:**

**To name past president Todd Gilchrist as the 1st President Emeritus of Local 2036 under the newly adopted constitutional language.**

**Moved by Wes Leufkens. Seconded by Cam Anderson.**

**Carried unanimously.**

President Friel suspends the Regular Association Meeting for elections.

President Friel asks for nominations for the position of WPPFA Vice President.

- Brother Richardson nominates Brother Girard.
  - Brother Girard is acclaimed.

President Friel asks for nominations for the position of WPPFA Secretary.

- Brother Sharkey nominates Brother Anderson.
  - Brother Anderson is acclaimed.

President Friel asks for nominations for three positions on Negotiations.

- Brother Gilchrist nominates Brother Gostlin.
- Brother Bonin nominates Brother Pannunzio.
- Brother Swail nominates Brother Lamoureux.
- Brother Anderson nominates Brother Copeland.
  - An election will be held.

President Friel asks for nominations for three positions on Health & Safety – Suppression.

- Brother Gilchrist nominates Brother Elliott.
- Brother Burns nominates Brother Gallant.
- Brother Leufkens nominates Brother Sisson.
- Brother Berube nominates Brother Chalk.
  - An election will be held.

President Friel asks for nominations for the position of Health & Safety – Day Staff

- Brother Bonin nominates Brother Spurrell.
  - Brother Spurrell is acclaimed.

President Friel announces Brother VanStaveren has been acclaimed by B2 for another term as B2 Shift Steward.

President Friel announces B1 will be holding an internal election for the B1 Shift Steward position. The new Steward will be announced in January.

President Friel announces the Executive have received submissions for the appointed positions on Charitable. The successful members will be announced in January.

President Friel suspends elections and resumes Regular Association Meeting.

### **Committee Reports**

#### **Grievance Committee – President Friel**

- 21-006 – Policy – Education/Vacation Blocking
  - No settlement reached. Will look to resume talks in 2023.
- 22-005 – Personal – Accommodation under the OHRC
  - The Employer has reached out about a settlement. We are waiting to see their offer.
- 22-006 – Policy – Failure to grant Lieu Day
  - Presenting at Stage 3 on December 19<sup>th</sup>.
- Possible Grievance – Benefits

- Roughly 70 benefits restrictions have been identified and implemented by the TOW without being negotiated. We have presented these to HR and are awaiting a response.
- Avoided Grievance – Docking FPO Banked Time
  - The Employer attempted to force a probationary FPO to use 20 hours of banked time to cover their time off over Town mandated holidays.
  - We stated to management this directly goes against Article 4.06 of our CA. Management then agreed and the FPO will not be forced to use banked time.

#### **Negotiations - President Friel**

- CA hard copies have been printed and will be distributed shortly.
- Once the new Negotiations Committee is elected, preparation for the next round of negotiations will begin immediately.

#### **Government Relations – Bob Brandon**

- GRC attended the recent OPFFA Legislative Conference.
- Lobby items included simultaneous dispatch and the inclusion of pancreatic and thyroid cancer in presumptive legislation.
- Committee met with MPP Coe. He was very unwelcoming.
- Committee thanks membership for sending them to the event.

#### **Health and Safety – President Friel**

- Quarterly meeting was just held. Minutes will be available on target in the near future.
- There are now designated station inspectors that will be responsible for the monthly inspections. No longer duty crew on first Monday.
- Charitable Committee Chair Sisson would like to thank Brothers Bolton, Gear and Mowat for all their hard work over the last couple years.

#### **Research & Development – Bob Brandon**

- Car 35 expected in January.

#### **Human Relations –**

- None.

#### **Charitable Committee – Jeff Hughes**

- \$4160 raised from Movemeber month.

- Committee raised \$713.30 at the Santa Claus parade. Committee thanks members who attended for coming out and Brother Anderson for fixing up the squirt.
- Tickets are available for Alumni Hockey Game.

#### **WSIB/OCC Disease –**

- None.

#### **Unfinished Business – President Gilchrist**

- None.

#### **New Business**

- **Labour Management Meeting** – President Friel
  - FAF's – Management will be calling for FAF's when off for 3 shifts or more.
  - Training Officer process – 1 successful, another process in the spring/summer to fill second spot. Unclear if it will be internal or external.
  - Driving/accidents – Ultimately drivers' responsibility but all ff's and captains need to be aware.
  - Communication between HR/MGMT/UNION – Management stated the Executive have been going behind their backs in talks with HR. The Executive did not agree that this took place. When the Executive asked for an example, they were unable to provide any examples.
  - FP Captain – No Internal applications.
  - Crew Line up – Executive asked if they Management were planning to silo or not. They made the decision to silo.
  - Rules & Regs – Reviewed the current document it is largely outdated and needed to be updated. And many rules need to be removed. Mgmt inquired with the Executive about agreeing to mandatory yearly medicals at their expense. The Executive stated that the language in the rules and regs surrounding medicals has never been exercised and that the Executive is opposed to mandatory medicals. The Executive also stated that it's a violation under the human rights code with the exception of an accommodation. They are not going to be implementing mandatory medicals.
  - Training officer on trucks & effectiveness – Mgmt is willing to entertain discussing the possibility of a trial training officer on the truck model, to be discussed further in the spring.
  - Discipline Meeting leak – Somehow the information of a discipline meeting was out to the membership prior to it being communicated to that member or the executive. They stated it didn't come from management.
  - Parkas – Still ongoing not all members have their parkas.

- Texting members – Speed sent a text to a member during his annual meeting, upsetting this member. He apologized and said it was in jest but it won't happen again.
- **Minutes Posting on Website** – President Friel
  - Beginning with the minutes of this meeting we will be posting the minutes in the secure section of our website.
  - If you need access to the secure section, please get in touch with brother Craig Sluman.
  - At the beginning of each meeting the Executive will ask for errors or omissions and barring no changes a motion from the floor will be in order to waive the reading of the previous meetings minutes.
- **Constitutional Changes** – President Friel

**Motion:**

**To accept the following language addition to the Constitution and By-laws of the Whitby Professional Fire Fighter's Association, IAFF Local 2036:**

**5.02 VIRTUAL MEETINGS**

- (a) Meetings may be conducted through use of internet meeting platforms designated by the Local Executive Board that identify participants and those seeking recognition to speak, allow display of the text of pending motions, and show the result of votes. Alternative means for participation for members who cannot participate in the meeting virtually will be provided. Electronic meetings shall be subject to rules adopted by the Local, which shall supersede any conflicting rules in the parliamentary authority and not be in conflict with any provision of the International or Local Constitutions and By-laws. Zoom shall be the platform of choice for Local 2036, however, may be changed by the Local Executive Board should the need arise.*
- (b) The executive will give 30 days' notice if changing from a virtual meeting to an in-person meeting.*

**Virtual Meeting Rules**

- i. The platform used for virtual meetings shall allow for identification of participants and those seeking recognition to speak, allows display of the text of pending motions and shows the results of votes.*
- ii. There shall be an alternative means for participation in the virtual meetings provided by telephone conference via the Zoom platform. Should a member require in person participation for a meeting they shall provide the Local President with 30 days' notice to arrange such means.*
- iii. The Secretary shall circulate the link and other information to participate in the virtual meeting at least five (5) calendar days prior to the meeting. The secretary shall circulate a reminder of the meeting, along with the link and other information to*

*participate in the virtual meeting twenty-four (24) hours prior to the start time of the meeting.*

*iv. The Secretary shall be responsible to host the meeting and be responsible for technical support during the meeting. Contact information for the secretary will be circulated with the meeting reminders.*

*v. Members shall identify themselves upon joining the virtual meeting by entering their name as their screen name for other participants to view.*

*vi. Members shall have on their camera for the entirety of the meeting in order for the Secretary to confirm their identity.*

*vii. Motions shall be displayed on screen for all members to view prior to opening the floor for discussion on the motion.*

*viii. The President (or another Officer) is empowered, if necessary, to remove a member from the virtual meeting based on their conduct that violates these rules or the meeting rules of the Local; engages in disruptive, offensive, threatening or other problematic speech or conduct; or otherwise makes the conduct of a virtual meeting difficult.*

*ix. Members shall not record the meeting whether by audio, video, digital or other means.*

*x. Except for voting on any matter which requires a secret ballot, electronic voting may be used and shall contain (1) sufficient encryption to ensure security and authenticity of the vote; (2) a mechanism to ensure each member votes only once on each vote; (3) maintaining the secrecy of a member's vote; (4) password protection; and (5) the ability to calculate total votes. Electronic voting shall only be accessible to members of the Local, and an alternative way to vote shall be made available for members who chose not to use electronic voting*

*xi. For matters requiring a secret ballot under applicable law or the IAFF Constitution, such as delegate elections, officer elections or adjustments to dues rates, the Local will use in-person or mail ballot voting.*

**Moved by Todd Gilchrist. Seconded by Joe Giroux**

**Carried.**

**Motion:**

**To accept the following language addition to the constitution and By-laws of the Whitby Professional Fire Fighter's Association, IAFF Local 2036.**

**ARTICLE 14 – ELECTRONIC DEVICES**

**14.01 ELECTRONIC DEVICES**

*(a) The Association will provide the elected President with a suitable cellphone plan, as agreed upon by the Executive Committee.*

*(b) The Association will provide the Executive Board with four (4) Apple Mac Air's, or equivalent. These devices will remain as property of the Association for the tenure of their lifespan, and shall be passed from one member to another, should there be a change in office. These devices will be replaced as needed, at the discretion of the Executive Committee.*

*(c) The Association will provide the Stewards with five (5) Apple iPads, or equivalent. These devices will remain as property of the Association for the tenure of their lifespan, and shall be passed from one member to another, should there be a change in office. These devices will be replaced as needed, at the discretion of the Executive Committee.*

**Moved by Cam Anderson. Seconded by Randy Simpson.**

**Carried.**

**Motion:**

**To accept the following language addition to the Constitution and By-laws of the Whitby Professional Fire Fighter's Association, IAFF Local 2036:**

*ARTICLE 15 – UNION EVENTS*

*15.01 UNION EVENTS*

*The Executive Board shall have the latitude to send the appropriate number of members to the differing IAFF and OPFFA events throughout the calendar year. The number of members sent, and the events attended, will reflect past practice by the Association. This will be reviewed by the Executive Committee monthly, and the Financial Review Committee on an annual basis.*

**Moved by Sheldon Lamoureux. Seconded by Dylan Gallant.**

**Carried.**

**New Business from the Floor:**

- A letter from Brother Gostlin is read thanking Brother Gilchrist for his service.
- Brother Gilchrist gives a speech on behalf of his tenure with WPFPA.
- Brother Heron speaks regarding his crew change by management. Brother Burns and Schad also speak. Brother Sharkey presents a motion:

**Motion:**



**To direct the Executive Committee to strike an ad hoc committee to research the promotional alignment through the membership.**

**Moved by John Sharkey. Seconded by Ray Burns.**

**Debate**

**Brother Richardson states Article 3.01 of our CA allows management to move personnel as they see fit. The Chief will not entertain us, regardless of this committee.**

**Brother Gilchrist presents an amendment to the original motion. The addition of**

**“To direct the Executive Committee to strike an ad hoc committee to research the promotional alignment through the membership and also refer to other OPFFA policies.”**

**Moved by Todd Gilchrist. Seconded by Randy Simpson.**

**Carried.**

**Vote on full motion is held. Motion carries.**

- No other business from the floor.

**Motion:**

**To adjourn.**

**Moved by Todd Gilchrist. Seconded by Ryan Hockley.**

**Carried.**

Minutes taken by Secretary Girard.