



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

Regular Association Meeting

February 8th, 2023

Virtual Zoom Platform

President Friel presiding.

1830: Regular meeting begins.

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

Vice President Girard reads the rules for virtual meetings

Motion to waive reading of minutes is presented by President Friel

Moved by Sheldon Lamoureux. Seconded by Josh Gostlin.

Carried.

Treasurers Report – Treasurer Swail

General - \$53,191.31
Charitable/Benevolent - \$11,840.70
Canteen - \$18,902.57
LDF - \$215,344.72
Memorial - \$70,140.65

Bills Pertaining to the Union – Treasurer Swail

None.

Correspondence – Vice President Girard

None.

Labour Management – President Friel

- Parkas have been ordered
- Vector Scheduling on hold due to a new program coming to the town. Further investigations into that needed.
- Day Staff SOG 1402 is to be enforced, with the exception of New Year's Day which can be moved.
- EV Charging – Not open to discuss
- Exposure form button to submit – Speed claims he wasn't aware exposure forms were stored on the Z drive. Will be following up with us.
- Dry Cleaning – Management believes there is an opportunity to double dip with Article 12.02. Will be following up with a specific list for Class A.
- Fitness Equipment - WFES will be responsible for the purchase of equipment moving forward, \$3000 in their budget. Along with replacing already existing equipment. WPPFA can bring equipment purchase ideas to WFES, but they want to approve it before it is bought. WPPFA will be in charge of the maintenance costs of the equipment.
- SOG Committee – Opening a new committee waiting to find out if they will be inviting the Association.
- Time Owing for Education – Union will be proposing some changes
- Honour Guard – Association requested assistance in cost sharing to attend events on top of simply supplying vehicles. They were not open to sharing costs. Also discussed expansion of the honour guard. Info session coming soon.
- Rules & Regs – Completely redone, minimum staffing language to remain the same. Time owing included, the Association will be proposing some changes. Management added STI program to the rules & regs.
- Sick Meetings – requested the gap from notification to meeting date be approx. 2-3 weeks as some were upwards of 5-6 weeks and its quite stressful.
- Sick time on pay stubs – Melissa is looking into it.
- TO's on trucks – they are researching other depts that currently provide it.
- Peer Fitness – WPPFA Peer Fitness committee has agreed to a joint partnership with WFES to access their wellness budget. Also agreed is that WPPFA fitness committee newsletter will be posted on Target Solutions and PFT designations will be added to the Station Location Roster.
- Health & Safety items identified. DC Green item. He was not present; the rest of the Management team did not understand the submission. They will be following up.

Committee Reports

Charitable Committee –

No update.

Health & Safety Committee – Jake Sisson

- Currently trying to have Dan Chalk and Dylan Gallant registered for H&S course.
- March 1st will be the Committees first meeting with the new team.
- Committee will be looking for a new day staff member to join.

WSIB/Occ. Disease – Glenn Gear

- Reminder to fill out WSIB paperwork when injured at work.

Research and Development – Bob Brandon

- Motorola radios have arrived. Currently being programmed.

Human Relations – Mike Tucker

- Jan 25th was the first meeting with the TOW Diversity Task Force.

Government Relations Committee – President Friel/Mike Tucker

- President Friel is continuing to meet with councilors for coffee as an introduction opportunity.
- Brother Tucker recently met with MP Turnbull for discussions.
- Brother Tucker shares the provincial government has recently allocated \$6M to fund occupational cancer center.
- GRC is drafting up an information letter to share with TOW council.

Grievance Committee – President Friel

21-006 – Education in the Vacation Calendar

- Association believed we made good progress with the mediator. However, the employer would not agree to the terms. The association will be drafting a new proposal for the employer and will be presenting it to the new chief after Speeds departure.

22-005 – Personal Grievance: Accommodation

- Arbitration is scheduled for the end of 2023. However, the employer is currently working on a settlement offer. We have been waiting for the offer since October.

22-006 – Policy Grievance: Failure to Grant Lieu Day

- Arbitration is scheduled for December 8th.

23-001 – Personal Grievance

- The employer has issued an excessive order on one of our members regarding sick time. We had Stage 1 meeting on Monday and are expecting it to be denied. We will then schedule Stage 2 with HR.

Security Cameras

- President Friel attended a meeting with the employer and CUPE regarding a draft surveillance policy. At this time there is no indication that cameras are required at or around any of the fire halls. They have no intention of installing any right now. The policy stipulates that in order to install a camera they must have reasonable grounds that there is an issue that the camera will help address.

Negotiations – President Friel

- The Committee conducted a brief survey to gather information to help steer it in the right direction.
- Another survey will be sent out in March requesting members full submissions.
- This will be the opportunity for the membership to have their say on the priorities of the Negotiations Committee going into bargaining.
- The Committee urges everyone to begin researching the changes they would like to see and to begin preparing their submission.

Unfinished Business

None.

New Business

- Printing of Collective Agreements – President Friel
 - TOW finally prepared CAs for membership. However, they were not done so appropriately.
 - WPPFA now waiting for appropriate CAs to be prepared and delivered by TOW HR.
- Sick Hours Letters – President Friel
 - Sick hours bank letters have been sent out. If there are any discrepancies contact WFES administration.
- New Day Staff Member for H&S – President Friel
 - A memo will be sent out to the membership as we look to fill the vacant H&S Day Staff position.
- Emergency Assistance Fund – President Friel
 - Brother Milne and A1 Steward Lamoureux have been working on the idea of an emergency assistance fund for our members.
 - Shift Stewards will be reaching out to members to determine their interest in the idea.
- WPPFA/TOW FFM – President Friel
 - A committee has been struck to begin the process of creating a FFM in Whitby.

- The Committee consists of Vice President Girard and Mark Kennedy from the Association, along with CAO Gaskell, John Romano and DC Hickey from the TOW. Their first meeting is February 16th.
- Mayors Golf Tournament – President Friel
 - WPPFA will be sponsoring both a hole and reception this year.

Executive Recommendation:

Motion to send Brother Spencer to Colorado Springs for the IAFF Fallen Firefighter Memorial at a cost of approximately \$3000.

Moved by Sheldon Lamoureux. Seconded by Tom Chapman.

Carried unanimously.

New Business from the Floor:

None.

Motion:

To adjourn.

Carried.

Minutes taken by Vice President Girard.