



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

Association Meeting

May 10, 2023

In-Person Meeting, Knights of Columbus Hall

Regular Meeting

President Friel presiding.

1830: Regular meeting begins.

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

Suspension of regular meeting to swear in new recruits.

10 recruits participate in swearing-in ceremony led by President Friel.

Dan Asselin, Kevin Ferreira, Alexandria Ogden, Geordan Mansholt, Emilia Wojtasiak, Logan Hill, Dan Januszewski, Adonis Perez, Christopher Phillips, and Alex Freeman are officially sworn in as members of IAFF 2036.

Regular meeting resumes

Motion to waive reading of minutes is presented by President Friel

Moved by Chris Meringer. Seconded by Sheldon Lamoureux

Carried.

Treasurers Report – Treasurer Swail

General - \$23,837.11
Canteen - \$10,445.30
Benevolent - \$9,332.80

LDF - \$192,018.30
Memorial - \$69,912.47

Bills Pertaining to the Union – Secretary Anderson

None

Correspondence – Secretary Anderson

None

Labour Management-Friel

-Management has agreed to ensure A/C's are marked as official on the dates they passed their process, not on the day they begin acting. This is to protect their seniority in the event of amalgamation.

-Day staff lieu day selections in regards to SOG 1402, management says they will only discuss at bargaining. All issues that surround picking lieu days for day staff will be deferred until then.

-Exposure forms; new ones on target solutions, new submit button sends it automatically.

-PFAS: management will be working with H&S committee on working through the issue.

-Job shadowing: management will support practice of suppression to shadow an FP position if a member wishes to do so, however, it must be on that member's own time and there will be no compensation for it.

-Daystaff shifting schedule: the association will no longer tolerate shifting schedules to avoid observing a holiday. For example, the recruits 4-day workweek being shifted forwards or backwards to miss a holiday, so they work full week hours even when the workweek contains a holiday. We warned management about this practice and will grieve it in the future if required.

Committee Reports

Grievance Committee – Friel

-Education calendar: date cancelled by hickey, waiting for new date

-Accommodation Grievance: Scheduled for November

-Failure to grant lieu day (Queen's Funeral): Arbitration scheduled for November

-The association will be filing a grievance due to Benefits deficiencies witnessed since changing to Desjardins

-Automatic aid: Management wants Ajax to respond to west Whitby calls to avoid building a new hall. This violates contracting out language, and we will monitor and file a grievance if required.

Negotiations – Friel

-108 members filled out ranking submissions, thank you!

-2 members requested to present to the negotiations committee, they will have time soon to do so.

Government Relations – Brandon, Friel

-Council meet and greet with the executive next week.

-Met with MPP Lorne Coe last week, upset we did not support him last election. We shared concerns about Bill 23.

-Bob and Friel will attend with the OPFFA and Premier on Monday for the announcement of a 1.6million dollar grant that will be put towards Ontario Firefighters. Details to follow the announcement.

Health and Safety – Sission

-new exposure forms on target solutions, at the bottom of the form it says the town has no liability of the form. This disclaimer has been altered at associations request, saying the town has waived their right to view the form.

-Ted Varjas, Dylan Gallant, Dan Chalk, have now been trained to safety officer level one

-PFAS meeting coming up on Wednesday

Todd: Are my old exposure forms still relevant if they were submitted without the town's disclaimer?

Friel: Your old forms are likely to help build a case, they are still relevant for you to help build your argument in your favor. This new disclaimer strengthens the value of the new forms but does not invalidate the old ones.

Bob: What about exposures without a CCR Number?

Sission: You can file them without the number, they are still relevant.

Research & Development – Bob

-O AFC trade show in Mississauga last week. Looking at some things from there.

Human Relations – Friel

-Transitioning to adhoc committee. Will remain vacant for now as we have not received any interest in the position.

Charitable Committee – Hughes

-3 days out from our boot drive, we still need people for the afternoons

-Milne: Golf tournament upcoming, preparations underway, poster completed. Will be \$200/person and we think it will fill up fast. 120 positions available total.

WSIB/OCC Disease –

-No report

Memorial committee—Girard

-We recently received a \$5000 grant to go towards building the memorial. June 2nd meeting with mayor and chief to discuss how to build it and plans going forward

-In September there will be a councilor meeting where a staff report will be presented on the memorial project. We want firefighters there in the chamber to help sway the vote in our favor.

Unfinished Business – Friel

-Wifi is up and running. Swail will monitor the service to make sure it's working correctly, more pods may be needed to assist with range. Let Swail know if you have any issues

-There was a notice of motion to have OT hours zeroed. This will be ruled out of order as it violates a negotiated SOG. We will contact the adhoc overtime committee with Sharkey and Slumann to discuss the issue.

New Business: Friel

-GIS study through IAFF: This is a geographical study of the town and our responses. It will compare our staffing model to NFPA response times. Hopefully it will demonstrate the need for a hall in West Whitby. Management has provided all info we need to proceed, and the IAFF will be compiling the study.

-Girard: I wanted to thank the membership for their support by sending me to a recent IAFF communications course. I hope to use what I have learned to benefit the local.

Friel: This will be Rae Nicholson's and Bob Brandon's last meeting before they retire. President Friel makes remarks about their careers and thanks them for their support of our association.

New Business from the Floor:

None

Motion:

To adjourn.

Moved by Adonis Perez. Seconded by Chris Phillips.

Carried.

Minutes taken by Secretary Anderson.